

[DOI: 10.20472/IAC.2015.016.053](https://doi.org/10.20472/IAC.2015.016.053)

## **TSHEDI (MN) NAONG**

Central University of Technology, Free State, South Africa

# **SKILLS TRANSFER DEVELOPMENT AS A VITAL MODERATOR TOWARDS SELF-RATED PERFORMANCE - A CASE-STUDY OF FIVE SOUTH AFRICAN COMPANIES**

### **Abstract:**

In this paper, we intend to determine the level of employee motivation and commitment, perception of organisational climate and individual performance, through the self-assessment technique within some South African companies. Self-assessment occurs when individuals evaluate their own performance, skills, and competencies. In this regard, the impact of training on the self-efficacy of randomly sampled employees of five companies in two South African provinces is reported on. A longitudinal study, with a pre- and post-quasi experimental research design, was adopted to achieve the goal of the study - using a self-assessment of performance measuring instrument based on Heneman's (1974) original study and Lord's (1995) modification of the instrument to collect data from the respondents. It is well established that self-efficacy enhances learning outcomes and performance. Regrettably, due to a huge skills shortage in South Africa, the country is deprived of its competitiveness and unable to meaningfully exploit worldwide opportunities been presented. It is concluded that managers need to appreciate and ensure that the effectiveness of skills transfer is a critical moderator that must address the underlying challenges of achieving bottom-line targets.

### **Keywords:**

skills transfer, moderating effect, self-efficacy, lower-level employees, bottom-line